

WNDU-TV, WSJV(TV)
EEO PUBLIC FILE REPORT
April 01, 2022 – March 31, 2023

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Creative Services Writer/Shooter/Editor	1-18	18
Photographer	1-18	18
Producer	1-18	17
Producer	1-18	14
Producer	1-18, 20	20
Technical Media Producer	1-18, 20	20
Technical Media Producer	1-18	17
Technical Media Producer	1-18	17
Videographer	1-18	17
Videojournalist	1-18	15
Account Executive	1-18	18
Digital Sales Manager	1-18	15

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State University Cindy Hershman Career Center Lucina Hall 220 Muncie, IN 47306 P: 765-285-2436 / F: 765-285-3757 clhershman@bsu.edu (via email only)	Y	0
2	MSU / Career Services @ the Stadium 290 Spartan Way East Lansing, MI 48824-5005 P: 517-884-1305 / F: 517-353-2597	Y	0
3	Montana State University Sharon Falkenstein P: 406-994-4353 www.myinterfase.com/montanastate/employer/home.aspx (only thru site)	Y	0
4	Northern Michigan University John Frick 1401 Presque Isle Ave Marquette, MI 49855 P: 906-227-2800 / F: 906-227-2807 careers@nmu.edu (via email)	Y	0
5	South Bend Community School Corporation Shelley Bell 215 S St. Joseph Street South Bend, IN 46601 P: 574-283-8159 / F: 574-283-8162 sbell@sbcsc.k12.in.us (via email only)	Y	0
6	Southern Illinois University Missy Houghland Siuc MC 4703 Carbondale, IL 62901 P: 618-453-2391 / F: 618-453-7714 missyh@siu.edu or postjobs@siu.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	St. Mary's College Career Crossings Office 31 Spes Unica, Room 114 Notre Dame, IN 46556 P: 574-284-4775 / F: 574-284-4875 cco@saintmarys.edu (via email only)	Y	0
8	USI John Morris 8600 University Blvd Evansville, IN 47712 P: 812-461-5201 / F: 812-461-5261 jmmorris@usi.edu (via email only)	Y	0
9	WorkOne Jim Laughlin 430 Waterfall Drive Elkhart, IN 46516 P: 574-237-9675 x1091 / F: 574-239-2659 ahairston@jobsorksinc.org	Y	0
10	TV Jobs Mark Holloway PO Box 4116 Oceanside, CA 92052 P: 760-754-8177 / F: 760-754-2115 info@tvjobs.com or www.tvjobs.com	Y	0
11	Handshake Grand Valley State University Holy Cross College Indiana University – South Bend Michigan State University Purdue University Fort Wayne University of Notre Dame University of Wisconsin Oshkosh Valparaiso University	N	0
12	One Stop / Simplicity.com Northwestern University / Medill School of Journalism Boston University, College of Communication	N	
13	WNDU.com / https://gray.tv/index.php?page=search-jobs	N	0
14	Gray Television https://gray.tv/index.php?page=search-jobs	N	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Internal Promotion and/or Posting	N	3
16	Indiana Broadcaster Association Job Bank (IBA)	N	0
17	Indeed.com	N	6
18	Linked In	N	2
19	Nowhiring.com	N	0
20	Referral/Walk-in	N	3
21	South Bend (City of) Mary Ramsdell City of South Bend 227 W Jefferson Blvd, 12 th Floor P: 574-235-9935 / F: 574-235-9928 (Via fax only)	N	0
22	Other / Applicant did not specify on application	N	4
23	Other / Indiana University Career Fair	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Date	Brief Description Of Activity
1	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	February 28, 2023	General Manager and other hiring managers reviewed/ranked application submissions to the Indiana Broadcaster Association (IBA) scholarship for media students. Station also contributed to the IBA scholarship fund.
2	Participate in a job fair.	September 27, 2022	Our News director participated in the IUSB Fall Career & Internship Fair. Spoke with and distributed information regarding open positions at WNDU to current students of IUSB and to their alumni that were present.
3	Participate in a job fair.	October 3, 2022	Our News Director participated in the IBA Fall Career Fair Spoke with and distributed information regarding open positions at WNDU to current students and interested individuals that attended the fair.
4	Participate in a job fair.	March 29, 2023	Our General Manager, News director, and General Sales Manager participated in the IUSB Spring Career & Internship Fair. Spoke with and distributed information regarding open positions at WNDU to current students of IUSB and to their alumni that were present.